



La Crème Dance Academy: Sexual Harassment Policy

Purpose:

To provide a safe, respectful, and inclusive environment free from sexual harassment.

Scope:

Applies to all staff, volunteers, contractors, families attending the studio.

Definition:

Sexual harassment is any unwelcome sexual behaviour that makes someone feel offended, humiliated, or intimidated.

Examples Include:

- Unwanted touching or contact
- Sexual jokes or comments
- Inappropriate texts, messages, or images
- Suggestive looks or gestures
- Requests for sexual favours

Our Commitment:

- All staff and students have the right to feel safe and respected.
- Reports of harassment will be taken seriously and handled confidentially.
- Disciplinary action (up to termination) will apply if a staff member is found to have engaged in harassment.

Reporting Procedure:

- Speak directly to the Studio Director or email a written concern.
- All complaints will be investigated fairly and promptly.
- External authorities may be contacted in serious cases.

Support:

We will support all parties involved and offer access to external counselling or mediation if needed.